

**Benicia Teachers Association**  
Initial Sunshine Proposal for school year 2021/2022

March 2021

The Benicia Teachers Association (BTA) hereby submits the following initial proposal for reopener bargaining (per our agreement of February 2020) with the Benicia Unified School District (BUSD).

All terms and conditions of the current BTA/BUSD collective bargaining agreement will remain unchanged, with the exception of agreements that are reached on the following articles:

BTA believes in maintaining stellar achievement as one of the highest performing districts in California. Therefore, BTA is opening **Article II: Wages**.

BTA believes in continuing to cultivate a system of social, emotional, and physical wellness for employees so that they can continually improve practice. Therefore, BTA is opening **Article V: Health and Welfare**.

BTA believes that safe and welcoming schools help students and staff reach their potential. Therefore, BTA is opening **Article VIII: Safety**

BTA believes in creating a collaborative team of highly engaged staff that supports the academic, emotional and social success of all students for college and career readiness: Therefore, BTA is opening **Article XI: Evaluation** .

*BTA reserves the right to create, add to, delete from, amend and modify its proposals and/or open articles of the contract during the negotiation process.*

## **BENICIA UNIFIED SCHOOL DISTRICT (BUSD)**

### **Initial Sunshine Proposal for 2020-2021 Negotiations with Benicia Teachers Association (BTA) from BUSD March 2021**

The current collective bargaining agreement between Benicia Unified School District (BUSD) and Benicia Teachers Association (BTA) will expire June 30, 2020.

BUSD's initial proposal to reopen the Collective Bargaining Agreement articles listed below:

#### **Article 2 – Wages and Article 5 – Health and Welfare Benefits-**

The District proposes negotiating Wages and Health and Welfare Benefits in order to maintain fiscal solvency while balancing the idea of a competitive workforce.

**Article 8- Safety-** The District proposes to work on the language in the Safety Article as it was discussed during last year's negotiations.

**Article 11- Evaluations-** The District proposes to finalize the new evaluation article and forms in collaboration with the joint BTA BUSD evaluation committee in order to provide meaningful evaluation to its certificated employees.